

Lead From the Middle: 3 Strategies to Empower and Engage Your Middle Managers

HR and L&D leaders know business success depends on effective and engaged managers. That's because disengaged managers make poor team engagement rates worse, leading to increased turnover and overall dissatisfaction.

Managers are essential to solving engagement challenges, and yet so much is expected from them that they can easily become frustrated and disengaged when they don't get the support they need.

The time is now to empower your managers to lead from the middle. But how do you do it?

Read on for **three actionable strategies to help you increase engagement** by:

- ✓ Promoting shared purpose
- ✓ Making investments in human and social capital
- ✓ Leveraging learning to help your managers align their leadership practices across the organization

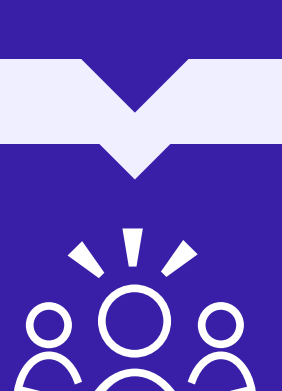
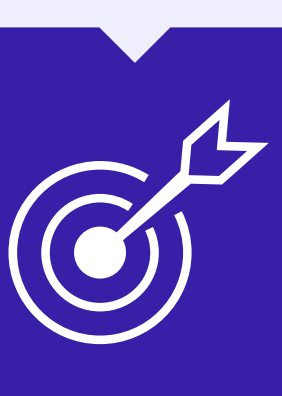

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Promote shared purpose

To inspire engagement, lean into organizational purpose to empower your community



! If your managers are disengaged, it's likely you're experiencing fallout from a **broken workplace community**.

-  Build a community of learners pursuing a shared purpose
-  When managers have a shared purpose, they're more engaged
-  Shared purpose helps you future-proof your organization

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Make investments in human and social capital

HR leaders should view themselves as Social Capital Managers



The ways organizations use technology to conduct business have changed dramatically over the last few years. Today, transformational learning leaders look to leverage the skills and knowledge of their managers to meet the demands of a changing workplace.

-  Successful organizations always invest in human capital
-  Facilitated learning quickly builds connections and social capital
-  Facilitator-led and cohort-based programs are designed with outcomes in mind

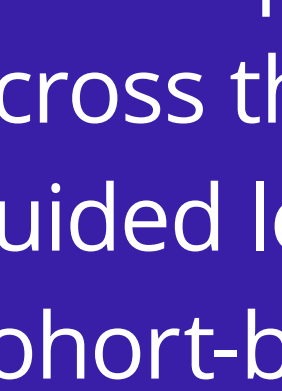
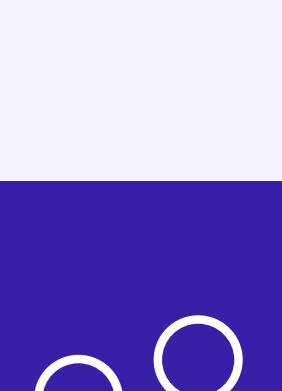
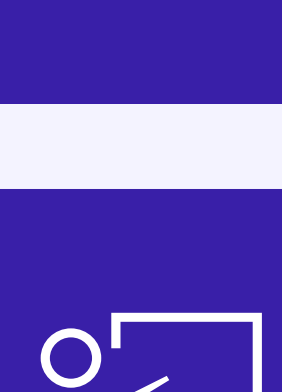
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Leverage learning to help your managers align their leadership practices

Use collaborative learning to harmonize leadership practices



With the right approach to L&D, organizations can give managers the skills support they need while also aligning their leadership practices across the organization. Harmonization is accomplished through a guided learning approach and can be delivered through facilitator-led, cohort-based programs.

-  **Peer learning.** These experiences help managers be more successful in applying their learning in their day-to-day roles.
-  **Group learning.** This can have a significantly positive impact on the learner experience and outcomes within a group.
-  **Guided learning.** A combination of peer learning and group learning that allows for authentic collaboration and company-wide alignment.

Conclusion

Because managers play such an important role in any organization's success, they must be empowered to lead from the middle. With the right learning and development opportunities, managers can build both human and social capital, develop and immediately apply the skills they need to lead their teams, and harmonize their leadership practice with the rest of the organization.



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